



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

October 21, 2005

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of October 20, 2005. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 345 employees at KDMC. Of this number, 174 actions have resulted in discharges or resignations. A total of 44 disciplinary actions have been taken against physicians and 33 physicians have been discharged or resigned.

Since our last report, we have closed 12 cases and have opened six additional cases. As a result, our open caseload is currently 59 (detailed summary information is contained in Attachments I and II).

There were no physician cases referred to KDMC Performance Management staff this week. However, we are providing you with information provided by KDMC regarding the article in today's Los Angeles Times:

- Residents: The matters in the article (i.e., reduced oxygen levels; incorrect blood order; and delayed MRI) involved physician residents. Their performance, in the referenced matters, was subjected to review and corrective action by a residency review process, which included the Department Chair, Department Program Director, and Director, Graduate Medical Education. Based on their review, the matters were not referred to KDMC Human Resources / Performance Management.

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- Prescription Orders: The matters referenced in the newspaper article were findings made by Pharmacy auditing/review process. Further, residents involved were subject to direct review with their respective Department Chairs. Based on the review, the matters were not referred to KDMC Human Resources / Performance Management.

There were three (3) new cases involving nurses. None of the cases related to direct patient care issues, but were related to attendance, performance, and licensure issues.

RECRUITMENTS

Five Inventory Control Assistant I candidates, two Procurement Assistant candidates and two Medium Truck Driver candidates were appointed this week. Staff attended a nurse recruitment event at the Sigma Theta Tau Conference (a professional nursing organization) on October 20 – 21, 2005 at the Cerritos Sheraton Hotel and will be attending the Multi-Cultural Nursing Council of Southern California Conference on October 22, 2005 at the Torrance Holiday Inn.

If you have any questions, please call me.

MJH:STS

SBH:ck

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Violet Varona-Lukens
Fred Leaf
Kae Robertson
Hank Wells

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**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 10/20/05

Dated: 10/20/2005

Closed Cases -	645
Open Cases -	59
Referred Cases -	14
Grand Total =	718

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	9	2	26	0	17	54
Discharges of Probationers	0	4	5	1	6	16
Suspensions (6 - 30 Days)	3	10	39	4	20	76
Suspensions (1 - 5 Days)	7	6	20	1	13	47
Reprimands	5	1	20	2	12	40
Warnings	0	1	1	3	3	8
Resignations in Lieu of Administrative Action	19	9	26	6	7	67
Release of Temporary Employee	9	1	21	0	5	36
Medical Release	0	0	0	0	1	1
Subtotal	52	34	158	17	84	345

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary⁴ Corrective Actions	22	8	32	43	26	131
Total Actions Taken	74	42	190	60	110	476

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**
Period: 01/26/04 – 10/20/05

Dated: October 20, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	7	2	0	9
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	2	1	0	3
Suspension (1 - 5 Days)	5	2	0	7
Reprimands	4	1	0	5
Warnings	0	0	0	0
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	9	0	0	9
Medical Release	0	0	0	0
Subtotal	44	7	1	52

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	20	1	1	22
Total of Action Taken	64	8	2	74